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ABSTRACT

As in previous years, this survey provides information on median and beginning professional salaries for filled or temporarily vacant positions in all ARL libraries. In addition, tables detail the numbers of and average salaries for positions in ARL university libraries and display the distribution of these positions by sex and minority group membership, and by geographical location, size, and type of institution. A major change this year is the expression of all Canadian salaries in terms of U.S. dollars. (Author/RAA)

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Annual Salary Survey 1979-1980

Compiled by
Gordon Fretwell

for the
Association of
Research Libraries

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TABLE OF CONTENTS

Page

INTRODUCTION 1

EXPLANATORY NOTES. 4

SALARY LEVELS FOR PERSONNEL IN ARL LIBRARIES

Table 1: Personnel Distribution by Salary Level, ARL University and Non-University Libraries 7

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Table 2: Median and Beginning Professional Salaries in ARL Non-University Libraries 8

Table 3: Analysis of Salaries in ARL Non-University Libraries. 8

AVERAGE, MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

Table 4: Average, Median and Beginning Salaries in ARL University Libraries 9

Table 5: Beginning Professional Salaries in ARL University Libraries; Rank Order Table 1979-80. 14

Table 6: Beginning Professional Salaries in ARL University Libraries; Rank Order Table 1980-81. 15

Table 7: Median Professional Salaries in ARL University Libraries; Rank Order Table 1979-80. 16

Table 8: Median Professional Salaries in ARL University Libraries; Rank Order Table 1980-81. 17

Table 9: Median and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings 1976-80 18

Table 10: Analysis of Salaries in ARL University Libraries. 21

(Continued on next page)

TABLE OF CONTENTS (continued)

Page

DISTRIBUTION OF PERSONNEL AND AVERAGE SALARIES FOR POSITIONS IN ARL UNIVERSITY LIBRARIES

Table 11: Distribution of Professional Staff in ARL University Libraries by Salary and Position. 22

Table 12: Distribution of Professional Staff in ARL University Libraries by Sex and Position 23

Table 13: Number and Average Salaries of ARL University Librarians 24

Table 14: Number and Average Salaries of ARL Minority University Librarians. 25

Table 15: Number and Average Salaries of ARL University Librarians by Type of Institution. 26

Table 16: Number and Average Salaries of ARL University Librarians by Size of Professional Staff 27

Table 17: Average Salaries of ARL University Librarians by Regions 28

FOOTNOTES. 30

ARL ANNUAL SALARY SURVEY, 1979-80
ERRATA

The 1980 median salary for ARL university librarians has been calculated from actual salaries for all filled and temporarily vacant positions. In previous years, this figure was interpolated from the distribution of salaries for budgeted positions.

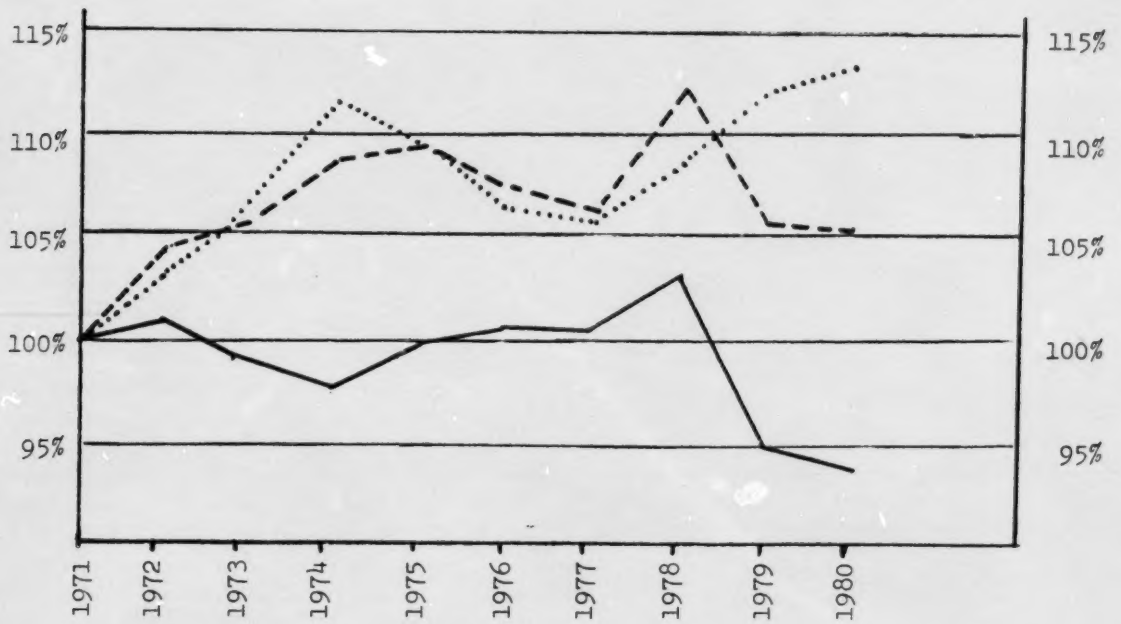
Page 7 - Table 1
The 1980 median salary for ARL university librarians is $19,900.

Page 21 - Table 10
The 1980 median salary is $19,900; the median salary index is 184.3.

Page 1 - Introduction
Please substitute the following last paragraph and chart:

The chart below traces the median salary and consumer price index (CPI) over the last decade. Compared to the median salary in 1971, the 1980 median salary had 9.4% less purchasing power as measured by the CPI. The decrease in purchasing power of the median salary between 1978 and 1979 continued to 1980, but not as sharply.

UNIVERSITY LIBRARY SALARIES AND THE COST OF LIVING



- - - - CHANGE FROM PREVIOUS YEAR IN MEDIAN SALARY
..... CHANGE FROM PREVIOUS YEAR IN CONSUMER PRICE INDEX
——— CHANGE FROM PREVIOUS YEAR IN REAL SALARY

INTRODUCTION

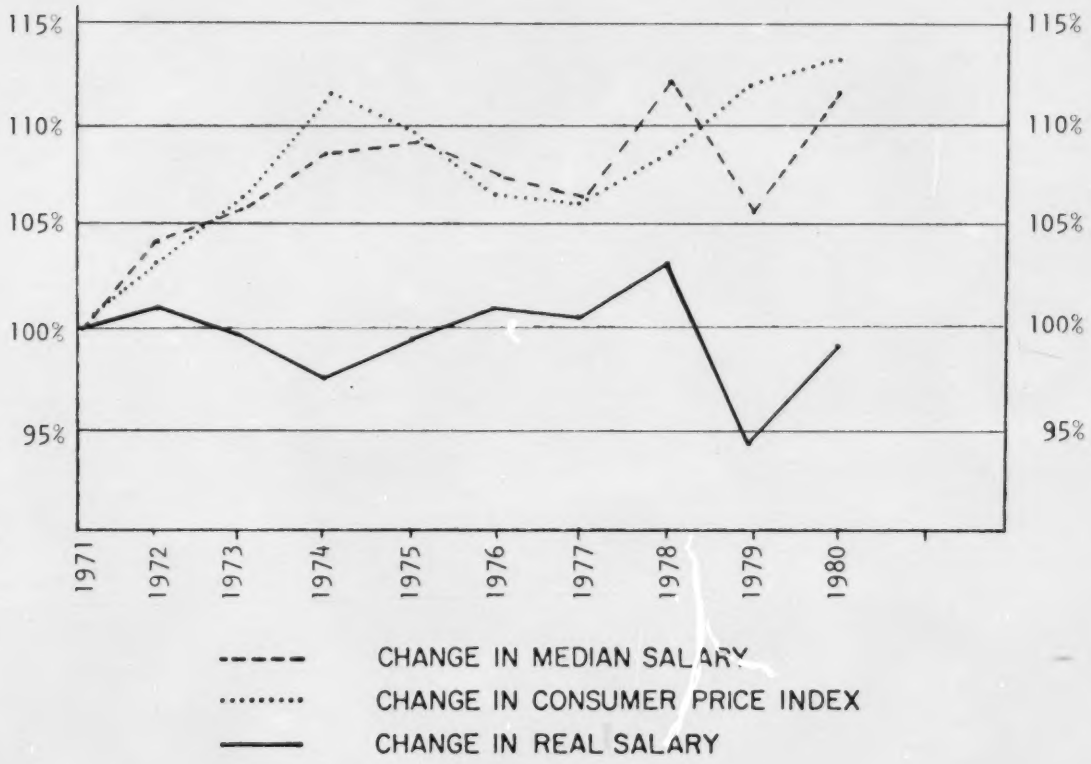
As in previous years, this ARL Annual Salary Survey provides information on median and beginning professional salaries for filled or temporarily vacant positions in all ARL libraries. In addition, tables detail the numbers of and average salaries for positions in ARL university libraries and display the distribution of these positions by sex and minority group membership, and by geographical location, size, and type of institution.

One major change appears in this year's data. At the direction of the Committee on ARL Statistics, all Canadian salaries have been expressed in U.S. dollars. The rate used for conversion of Canadian salaries reported in this survey was 1.1689 Canadian dollars to one U.S. dollar. This was the average of the monthly noon exchange rates published in the Bank of Canada Review during the period July 1979-June 1980. It is the same rate used in the 1979-80 ARL Statistics.

Another change that should be noted this year is that the position category Head of Acquisitions was inadvertently dropped from the survey questionnaire in the process of revising the format of the questionnaire. All salary information for that position is included in the category Head, Other. The Head of Acquisitions category will be reinstated next year.

The chart below traces the changes in median salary and consumer price index (CPI) over the last decade. Compared to the median salary in 1971, the 1980 median salary had 2.2% less purchasing power as measured by the CPI. The sharp decrease between 1978 and 1979 was reversed, but not enough to make a full recovery to the 1970 level.

UNIVERSITY LIBRARY SALARIES AND THE COST OF LIVING



The tables presented in the survey are similar to last year's in format and order. Tables 11 through 17 illustrate the staff distribution and salary levels for 98* of the 99 ARL university libraries, differentiated by sex and position. Note that the upward movement of salaries has necessitated a higher ceiling level in Tables 1, 11, and 12.

A number of analyses and comparisons can be made from the data in this survey. For instance, Table 13 displays the distribution of women in ARL university libraries as a whole. The proportion of women in the 98 libraries is virtually the same as the past two years, with only minor differences. From this, it appears that the relative proportion of men and women has stabilized, at least temporarily. Table 13 also permits the examination of proportion of women in each of the position categories; used in conjunction with recent surveys the table also indicates whether changes in those distributions are occurring. According to the data for the present year, women occupy 34% of the top managerial positions (Director, Associate and Assistant Director, and Head of Medical and Law libraries) and 70% of non-supervisory positions.

The average salary paid to women is less than the average salary paid to men in all position categories except Head of Circulation and Head of Documents/Maps. In addition, women as a group are paid about 13.5% less than men. Analysis of the data in this survey does not adequately explain that difference, although examination of the four non-supervisory categories indicates that experience may account for much of it. Data on rank, longevity, and level of advanced education that might explain additional differential are not collected as part of this survey, and their influence cannot be evaluated.

Overall, the salaries for minority librarians in ARL universities are slightly higher than their non-minority counterparts. Minority group members increased their share of ARL university library positions this year and now account for 9.2% of all positions, a gain of 2.25% over last year. Minority representation in top management lags behind that of non-minorities: only 4.6% of minority librarians held positions in the top four categories named above, as opposed to 7.8% of non-minority librarians who hold those positions. The distribution of minority librarians is not broken down by geographical location, size, or type of library because no meaningful data could be presented without revealing individual salaries.

Public institutions pay the typical librarian more than private universities, although there are notable exceptions, such as the positions Director, Head of Medical and Law Libraries, and Other Branch Heads. (Table 15 contains more detail.) For top management and Department Heads, larger libraries tend to pay higher salaries than smaller libraries, but size does not appear to have much influence on the level of salaries paid to non-supervisors. Table 16 contains complete data relative to size of library staff and the corresponding average salaries for each position category.

Generally, when looking at groups of similar positions (e.g., top management, non-supervisors, etc.) university libraries in the Pacific, Middle Atlantic, and East North Central regions pay the highest salaries, while those in the East South Central and West South Central pay the lowest. (Further detail is shown in Table 17.)

*Salary information for Chicago is not included in tables that are based on reports of individual positions.

As in previous surveys, the data for ARL non-university libraries is limited to median and beginning professional salaries, and the distribution of positions by salary level. Adjusting for number of reporting libraries, the non-university libraries continue to show modest increases in staffing, up 6% over last year's level. Further analysis of non-university salary data is limited by the manner in which it is collected. Also, the greatest proportion of these positions are reported by the Library of Congress and other federal libraries, so any detailed analysis would primarily be an analysis of the federal salary structure as it applies to librarians.

Several caveats should be noted about the data in the survey. First, the data record salaries only, with no provision for the evaluation of fringe benefits. When making comparisons between specific institutions, it is necessary to consider that such other benefits may offset any apparent differences in the salary figures. Second, the data do not reflect a uniform fiscal year or single point in time for all reporting libraries. Even though the July through June fiscal year is most common, and a July 1 effective date for salaries is typical, neither is absolute. In all cases where deviations in reporting period are known, they are included in the footnotes. Third, the position categories used in the survey represent an attempt to provide a standardized pattern for reporting. It must be recognized that this organizational pattern does not fit all libraries, and some degree of distortion has been necessary for some ARL libraries to match their data to the categories.

Despite omissions and limitations, the data displayed in this Annual Salary Survey represent the latest and most comprehensive salary data available for ARL member libraries.

Gordon Fretwell
November 30, 1980

EXPLANATORY NOTES

1. This report is concerned with salaries for filled and temporarily vacant positions in ARL member libraries at the beginning of the fiscal year 1980-81; salaries for fiscal year 1979-80 are also included.

2. The survey is concerned with the salaries for professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library reports the salaries of those staff members it considers professionals, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

3. Salaries are reported for full-time positions only and on a 12-month basis. If, for example, an appointment is for 10 months, the annual payment reported is calculated by adding the salary for 2 months to that paid for the 10-month period.

4. The salaries for all professional positions are included, regardless of whether the salaries come from the regular library budget or from special funds such as research grants.

5. The salary figures are straight gross salary figures. Fringe benefits are not included.

6. The "beginning professional salary" is that salary which is the lowest on the professional salary schedule, not the lowest salary paid.

7. The position categories used in the report are intended to correspond roughly with the activities carried on in libraries, not with any particular patterns of staff organization or nomenclature. Recognition is taken of the problems created by using this, or any other, position classification scheme.

   a. Associate and Assistant Directors. Their functions are primarily administrative and they generally assist in formulating library policy; some have, in addition, other more technical responsibilities. If an Associate or Assistant Director is also a department head, he or she is included with the higher salaried group.

   b. Head Librarians of Branch and Special Libraries. These are divided into two separate categories: a) Law and Medicine only; b) Others, e.g., Agriculture, Business, Science.

   c. Specialists. These are of two kinds: subject specialists, who most commonly help build collections and offer specialized reference and bibliographic services; and functional specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, by strict definition, professional librarians (i.e., those who hold an MLS).

d. Department Heads. Department heads not specifically included elsewhere are added under the category "Other."

e. Other Professional Library Staff Members. These are librarians without administrative or specialist responsibility. Experience is defined as full-time experience as a professional.

8. Minorities are defined here by the Equal Employment Opportunity Commission's EEO-6 categories: Black, Hispanic, Asian or Pacific Islanders, and American Indian or Alaskan native. (See Federal Register, vol. 40, no. 114-Thursday, June 12, 1975.) Salaries for minorities are included in all tables.

9. Explanatory footnotes to the reported figures are provided when necessary.

TABLE 1: PERSONNEL DISTRIBUTION BY SALARY LEVEL, ARL UNIVERSITY AND NON-UNIVERSITY LIBRARIES

Figures in columns headed by dates show number of professional staff[1] by salary level shown in left hand column. Figures in columns headed by % show the percent of positions with salaries equal to or above first figure shown in the salary range column (e.g., in 1979 33% of the librarians in ARL university libraries earned $21,000 or more).

SALARY RANGE	UNIVERSITY LIBRARIANS[2]				NON-UNIVERSITY LIBRARIANS			
	1979	%	1980	%	1979	%	1980	%
$50,000 or more			39				122	2
49,000---49,999			9				8	
48,000---48,999			5				13	
47,000---47,999	32		7	1	132	3	24	3
46,000---46,999	4		14		8		31	
45,000---45,999	7		15		15		4	4
44,000---44,999	7		8		20	4	28	
43,000---43,999	14	1	10		24		25	5
42,000---42,999	16		16		5		46	6
41,000---41,999	12		21	2	35	5	34	
40,000---40,999	18		17		28	6	44	7
39,000---39,999	16	2	29	3	23		31	
38,000---38,999	21		19		52	7	44	8
37,000---37,999	23		20		37	8	33	
36,000---36,999	20	3	43	4	29	9	19	9
35,000---35,999	29		27		54	10	62	10
34,000---34,999	27		39	5	25		66	12
33,000---33,999	45	4	94	7	49	11	52	13
32,000---32,999	37	5	54		122	14	73	15
31,000---31,999	49	6	56	8	47	15	64	16
30,000---30,999	108	7	115	10	83	16	84	18
29,000---29,999	76	8	84	11	73	18	159	21
28,000---28,999	81	10	174	14	88	20	74	22
27,000---27,999	127	11	137	16	150	23	218	26
26,000---26,999	205	14	249	20	163	26	123	29
25,000---25,999	153	17	248	24	128	29	145	31
24,000---24,999	275	21	221	27	95	31	262	37
23,000---23,999	224	24	266	31	318	37	94	38
22,000---22,999	271	28	375	37	67	39	153	41
21,000---21,999	307	33	416	43	226	43	297	47
20,000---20,999	377	38	469	50	191	47	255	52
19,000---19,999	453	45	554	59	385	55	216	56
18,000---18,999	552	53	574	67	203	60	250	61
17,000---17,999	578	62	483	75	167	63	394	69
16,000---16,999	606	71	489	82	369	71	299	74
15,000---15,999	597	80	425	88	413	79	395	82
14,000---14,999	524	88	367	94	385	87	381	89
13,000---13,999	409	94	258	98	501	98	468	98
12,000---12,999	323	98	116	99.7	34	98.4	29	99
11,000---11,999	97	99.8	19	100	67	99.8	52	100
10,000---10,999	15	100			10			
9,000--- 9,999					1	100		
Total Positions	6,731		6,581		4,822		5,171	
Median Salary	$18,910		$20,987		$19,679		$20,301	

[1]1979 figures are for numbers of budgeted positions; figures for 1980 count only filled or temporarily vacant positions.

[2]Excludes Chicago

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1979-80[r]	1980-81	1979-80[r]	1980-81
Boston Public Library	$ 16,500	$ N/A	$ 12,626	$ N/A
Center for Research Libraries	16,222	17,714	11,550	12,500
John Crerar Library (* M)	16,020	16,980	11,500	11,820
Library of Congress (L)	19,500	20,900	13,000	14,000
Linda Hall Library	14,800	15,500	11,000	12,000
National Agricultural Library (* L)	25,000	26,250	13,925	14,621
National Library of Canada (D)	16,745	19,178	11,230	12,857
National Library of Medicine (* M)	N/A	24,046	10,600 est.	11,243
New York Public Library (*)	17,393	18,500	12,651	12,651
New York State Library (L M)	15,000	18,000	11,000	13,000
Newberry Library	N/A	16,500	N/A	9,000
Smithsonian Institution (*)	25,169	27,172	13,729	13,925

[r]Figures revised from 1978-79 survey
* - See Footnotes

D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries
N/A - Not available

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past decade are converted into index numbers and compared to the consumer price index (CPI) which also has been converted using July 1971 as the base point. Salaries are assumed to be as of July 1 of the year shown.

Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Sal. Index	BPS* Index	Consumer Price Index
1980	12	5,171	$20,301	$12,651	153.8	143.5	203.4
1979	12	4,822	19,679	12,391	149.1	140.5	179.7
1978	11	4,570	18,567	11,460	140.6	130.0	161.5
1977	11	4,738	18,420	10,825	139.5	122.8	149.3
1976	11	4,335	17,000	11,220	128.8	127.3	140.5
1975	11	4,341	16,500	10,714	125.0	121.5	131.9
1974	11	4,345	15,100	10,000	114.4	113.4	120.8
1973	11	4,089	14,400	9,969	109.1	113.1	108.7
1972	11	3,663	13,800	9,053	104.5	102.7	103.0
1971	11	3,682	13,200	8,817	100.0	100.0	100.0

*BPS = Beginning Professional Salary

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	July 1, 1980	1979-80[r]	1980-81	1979-80[r]	1980-81
Alabama (* C L)	$ 17,834	$ 14,993	$ 16,405	$ 11,000	$ 12,000
Alberta (* C D L M)	22,678	20,909	22,140	12,574	13,573
Arizona (C L M)	20,314	16,970	19,316	11,800	12,500
Arizona State (C)	21,821	17,607	20,318	13,144	14,458
Boston (* C L M)	19,249	16,695	16,698	11,000	11,000
Brigham Young (* C)	20,781	17,430	19,000	11,500	12,000
British Columbia (C D L M)	25,326	22,551	24,600	14,971	17,538
Brown (* C)	19,614	15,995	17,248	11,800	13,300
Calif., Berkeley (* C)	27,872	24,600	28,896	14,940	16,392
Calif., Davis (C M)	28,956	26,340	28,908	14,940	16,392
Calif., Los Angeles (L M)	27,407	24,500	26,988	14,796	14,940
Calif., Riverside (C)	25,330	19,900	25,200	11,244	16,392
Calif., San Diego (C M)	27,359	24,600	26,988	14,940	16,392
Calif., Santa Barbara (C)	28,645	26,340	28,908	14,940	16,392
Case Western Reserve (C L M)	18,658	15,838	16,722	10,960	12,055
Chicago (+ C L M)	20,486	16,948	18,359	12,500	13,125
Cincinnati (*)	19,614	16,611	18,419	11,000	12,200
Colorado (* C L)	22,873	19,253	21,640	13,000	13,500
Colorado State (C)	21,102	18,500	20,100	12,600	13,100
Columbia (+ L M)	22,921	18,750	21,550	12,500	14,500

[r]Figures revised from 1978-79 survey
* - See Footnotes
** - Institution not in ARL during this period
+ - Excludes salary of Head Librarian
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	July 1, 1980	1979-80[r]	1980-81	1979-80[r]	1980-81
Connecticut (L M)	$ 21,585	$ 18,254	$ 19,245	$ 11,000	$ 13,000
Cornell (* C L)	20,137	17,119	18,242	11,500	12,500
Dartmouth (+ C M)	19,161	18,520	19,963	11,000	12,000
Duke (L M)	21,823	16,610	19,700	11,500	12,500
Emory (L M)	19,301	15,397	16,838	11,000	11,188
Florida (L M)	19,114	16,286	17,945	10,500	10,500
Florida State (* C L)	19,877	17,156	17,631	11,000	11,000
Georgetown (* C L M)	20,391	17,750	18,060	12,000	12,500
Georgia (C)	18,818	16,350	17,679	12,300	13,000
Guelph (C D)	24,234	21,537	23,642	11,762	12,585
Harvard (+ C L M)	21,150	18,178	18,952	12,800	13,700
Hawaii (* C)	23,314	19,821	21,816	13,752	14,952
Houston (* C L)	19,745	17,967	18,360	12,000	13,500
Howard (L M)	27,339	21,008	22,952	15,432	17,420
Illinois (* C L M)	20,640	18,100	19,300	10,490	10,910
Indiana (* + L M)	19,547	16,555	18,064	11,500	12,500
Iowa (C L M)	21,258	17,300	19,000	12,700	13,500
Iowa State (C)	20,715	18,088	19,210	12,000	12,700
Johns Hopkins (* C)	21,966	18,116	19,963	13,950	15,070
Kansas (L M)	19,481	16,216	17,393	11,000	12,000

[r]Figures revised from 1978-79 survey
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M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	July 1, 1980	1979-80[r]	1980-81	1979-80[r]	1980-81
Kent State (C)	$ 23,921	$ 20,959	$ 22,973	$ 13,600	$ 15,000
Kentucky (C L M)	18,275	16,592	17,800	11,500	12,000
Louisiana State (* C L M)	21,815	19,847	21,135	11,500	12,000
McGill (* D L M)	23,976	22,232	23,507	14,458	15,391
McMaster (+ C D)	20,288	17,542	20,188	11,419	12,405
Maryland (* C)	21,194	17,625	19,970	12,275	13,500
Massachusetts (* C)	20,371	19,298	19,502	11,600	11,600
M.I.T. (C)	21,092	18,000	19,600	12,500	13,500
Miami (+ L M)	20,708	18,000	19,860	12,000	12,000
Michigan (* C M)	20,874	18,096	19,608	12,408	13,000
Michigan State (C)	21,440	17,750	19,713	12,050	13,400
Minnesota (C M)	22,684	19,366	20,950	14,736	15,384
Missouri (C L M)	19,612	17,891	19,205	12,000	12,500
Nebraska (C L)	20,075	16,051	17,549	12,300	13,000
New Mexico (* C)	20,235	17,500	19,275	12,000	12,800
New York (C L M)	23,741	19,136	21,538	15,000	15,000
North Carolina (* C)	19,691	15,575	17,900	11,500	13,000
Northwestern (* L M)	21,355	16,441	18,520	11,800	12,800
Notre Dame (C)	20,146	16,080	17,690	11,500	12,000

[r]Figures revised from 1978-79 survey
* - See Footnotes
** - Institution not in ARL during this period
+ - Excludes salary of Head Librarian
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	July 1, 1980	1979-80[r]	1980-81	1979-80[r]	1979-80
Ohio State (* L M)	$ 21,209	$ 18,720	$ 20,100	$ 12,600	$ 13,320
Oklahoma (C L M)	19,304	15,000	16,715	11,500	12,000
Oklahoma State (* C)	17,763	15,234	15,732	10,500	11,400
Oregon (C L)	23,151	19,400	20,766	13,500	13,800
Pennsylvania (C L M)	21,965	18,500	20,200	13,000	13,700
Pennsylvania State (+ M)	22,800	20,424	22,062	12,600	13,200
Pittsburgh (+ L M)	19,450	16,851	18,200	12,051	12,473
Princeton (*)	20,576	17,500	19,000	11,900	13,500
Purdue (* C)	23,000	17,900	20,000	13,000	14,000
Queen's (* C D L M)	21,112	17,217	18,629	10,929	11,763
Rice (C)	19,808	16,995	18,450	12,200	13,200
Rochester (M)	19,159	16,136	17,740	11,500	12,500
Rutgers (* + L M)	25,746	22,000	25,406	14,407	15,415
Saskatchewan (C D L M)	19,900	**	19,131	**	15,394
South Carolina (C)	20,069	16,419	17,873	12,000	12,500
Southern California (* + C)	20,469	17,720	20,625	10,500	14,000
Southern Illinois (* C L)	21,941	18,384	19,548	12,600	13,200
Stanford (+ C L M)	24,313	19,612	22,458	13,800	15,468
SUNY - Albany (*)	20,091	17,278	19,155	11,800	13,000
SUNY - Buffalo (* L M)	19,301	18,663	18,498	12,000	12,500

[r]Figures revised from 1978-79 survey
* - See Footnotes
** - Institution not in ARL during this period
+ - Excludes salary of Head Librarian
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	July 1, 1980	1979-80[r]	1980-81	1979-80[r]	1979-80
SUNY - Stony Brook (C)	$ 19,441	$ 18,172	$ 18,013	$ 12,500	$ 12,840
Syracuse (* C L)	19,219	14,952	17,632	10,698	12,000
Temple (*)	21,053	17,974	19,625	11,000	11,500
Tennessee (C)	19,906	15,969	17,132	12,000	12,000
Texas (* C)	18,475	16,940	17,880	12,612	13,453
Texas A & M (C)	22,169	16,500	21,145	10,900	11,200
Toronto (* C D M)	22,718	18,970	21,549	12,148	13,089
Tulane (C)	18,205	14,585	15,550	10,500	12,000
Utah (C)	19,250	16,550	18,240	11,500	12,500
Vanderbilt (* C L M)	18,609	15,862	17,714	10,800	11,300
Virginia (C L M)	19,805	16,200	18,500	11,000	13,000
Virginia Polytechnic (C)	19,986	17,300	18,750	12,500	13,000
Washington (C M)	21,184	18,156	19,536	13,500	14,500
Washington State (C)	21,394	18,885	19,746	13,500	14,000
Washington, St. Louis (C L M)	18,519	14,900	15,442	11,917	12,756
Wayne State (C L M)	22,908	20,444	21,962	12,230	13,869
Western Ontario (+ C D L M)	18,769	16,343	18,224	11,096	12,080
Wisconsin (C L M)	20,212	16,906	18,316	14,100	14,100
Yale (* + C L M)	21,507	17,800	19,600	12,300	14,000
York (D L)	22,884	20,323	22,311	11,686	12,294

[r]Figures revised from 1978-79 survey
* - See Footnotes
** - Institution not in ARL during this period
+ - Excludes salary of Head Librarian
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE 1979-80

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 15,000 and over
2- 14,000-14,999
3- 13,000-13,999
4- 12,000-12,999
5- 11,000-11,999
6- below 10,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Howard	$ 15,432
	2	New York	15,000
2	3	British Columbia	14,971
	4	Calif., Berkeley	14,940
	4	Calif., Davis	14,940
	4	Calif., San Diego	14,940
	4	Calif., Santa Barbara	14,940
	8	Calif., Los Angeles	14,796
	9	Minnesota	14,736
	10	McGill	14,458
	11	Rutgers	14,407
	12	Wisconsin	14,100
3	13	Johns Hopkins	13,950
	14	Stanford	13,800
	15	Hawaii	13,752
	16	Kent State	13,600
	17	Oregon	13,500
	17	Washington	13,500
	17	Washington State	13,500
	20	Arizona State	13,144
	21	Colorado	13,000
	21	Pennsylvania	13,000
	21	Purdue	13,000
4	24	Harvard	12,800
	25	Iowa	12,700
	26	Texas	12,612
	27	Colorado State	12,600
	27	Ohio State	12,600
	27	Pennsylvania State	12,600
	27	Southern Illinois	12,600
	31	Alberta	12,574
	32	Chicago	12,500
	32	Columbia	12,500
	32	M.I.T.	12,500
	32	SUNY - Stony Brook	12,500
	32	Virginia Polytechnic	12,500
	37	Michigan	12,408
	38	Georgia	12,300
	38	Nebraska	12,300
	38	Yale	12,300
	41	Maryland	12,275
	42	Wayne State	12,230
	43	Rice	12,200
	44	Toronto	12,148
	45	Pittsburgh	12,051
	46	Michigan State	12,050
	47	Georgetown	12,000
	47	Houston	12,000
	47	Iowa State	12,000
	47	Miami	12,000
	47	Missouri	12,000
	47	New Mexico	12,000
	47	South Carolina	12,000
	47	SUNY - Buffalo	12,000
	47	Tennessee	12,000
5	56	Washington, St. Louis	11,917
	57	Princeton	11,900
	58	Arizona	11,800
	58	Brown	11,800
	58	Northwestern	11,800
	58	SUNY - Albany	11,800
	62	Guelph	11,762
	63	York	11,686
	64	Massachusetts	11,600
	65	Brigham Young	11,500
	65	Cornell	11,500
	65	Duke	11,500
	65	Indiana	11,500
	65	Kentucky	11,500
	65	Louisiana State	11,500
	65	North Carolina	11,500
	65	Notre Dame	11,500
	65	Oklahoma	11,500
	65	Rochester	11,500
	65	Utah	11,500
	76	McMaster	11,419
	77	Calif., Riverside	11,244
	78	Western Ontario	11,096
	79	Alabama	11,000
	79	Boston	11,000
	79	Cincinnati	11,000
	79	Connecticut	11,000
	79	Dartmouth	11,000
	79	Emory	11,000
	79	Florida State	11,000
	79	Kansas	11,000
	79	Temple	11,000
	79	Virginia	11,000
6	89	Case Western Reserve	10,960
	90	Queen's	10,929
	91	Texas A&M	10,900
	92	Vanderbilt	10,800
	93	Syracuse	10,698
	94	Florida	10,500
	94	Oklahoma State	10,500
	94	Southern California	10,500
	94	Tulane	10,500
	98	Illinois	10,490

Canadian salaries are expressed in U.S. dollars.
Saskatchewan was not an ARL member during this period.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE 1980-81

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 17,000 and over
2- 16,000-16,999
3- 15,000-15,999
4- 14,000-14,999
5- 13,000-13,999
6- 12,000-12,999
7- 11,000-11,999
8- below 11,000

GROUP	RANK	INSTITUTION	SALARY
1	1	British Columbia	$ 17,538
	2	Howard	17,420
2	3	Calif., Berkeley	16,392
	3	Calif., Davis	16,392
	3	Calif., Riverside	16,392
	3	Calif., San Diego	16,392
	3	Calif., Santa Barbara	16,392
3	8	Stanford	15,468
	9	Rutgers	15,415
	10	Saskatchewan	15,394
	11	McGill	15,391
	12	Minnesota	15,384
	13	Johns Hopkins	15,070
	14	Kent State	15,000
	14	New York	15,000
4	16	Hawaii	14,952
	17	Calif., Los Angeles	14,940
	18	Columbia	14,500
	18	Washington	14,500
	20	Arizona State	14,458
	21	Wisconsin	14,100
	22	Purdue	14,000
	22	Southern California	14,000
	22	Washington State	14,000
	22	Yale	14,000
5	26	Wayne State	13,869
	27	Oregon	13,800
	28	Harvard	13,700
	28	Pennsylvania	13,700
	30	Alberta	13,573
	31	Colorado	13,500
	31	Houston	13,500
	31	Iowa	13,500
	31	Maryland	13,500
	31	M.I.T.	13,500
	31	Princeton	13,500
	37	Texas	13,453
	38	Michigan State	13,400
	39	Ohio State	13,320
	40	Brown	13,300
	41	Pennsylvania State	13,200
	41	Rice	13,200
	41	Southern Illinois	13,200
	44	Chicago	13,125
	45	Colorado State	13,100
	46	Toronto	13,089
	47	Connecticut	13,000
	47	Georgia	13,000
	47	Michigan	13,000
	47	Nebraska	13,000
	47	North Carolina	13,000
	47	SUNY - Albany	13,000
	47	Virginia	13,000
	47	Virginia Polytechnic	13,000
6	55	SUNY - Stony Brook	12,840
	56	New Mexico	12,800
	56	Northwestern	12,800
	58	Washington, St. Louis	12,756
	59	Iowa State	12,700
	60	Guelph	12,585
	61	Arizona	12,500
	61	Cornell	12,500
	61	Duke	12,500
	61	Georgetown	12,500
	61	Indiana	12,500
	61	Missouri	12,500
	61	South Carolina	12,500
	61	SUNY - Buffalo	12,500
	61	Rochester	12,500
	61	Utah	12,500
	71	Pittsburgh	12,473
	72	McMaster	12,405
	73	York	12,294
	74	Cincinnati	12,200
	75	Western Ontario	12,080
	76	Case Western Reserve	12,055
	77	Alabama	12,000
	77	Brigham Young	12,000
	77	Dartmouth	12,000
	77	Kansas	12,000
	77	Kentucky	12,000
	77	Louisiana State	12,000
	77	Miami	12,000
	77	Notre Dame	12,000
	77	Oklahoma	12,000
	77	Syracuse	12,000
	77	Tennessee	12,000
	77	Tulane	12,000
7	89	Queen's	11,763
	90	Massachusetts	11,600
	91	Temple	11,500
	92	Oklahoma State	11,400
	93	Vanderbilt	11,300
	94	Texas A&M	11,200
	95	Emory	11,188
	96	Boston	11,000
	96	Florida State	11,000
8	98	Illinois	10,910
	99	Florida	10,500

Canadian salaries are expressed in U.S. dollars.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE 1979-80

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 23,000 and over
2- 22,000-22,999
3- 21,000-21,999
4- 20,000-20,999
5- 19,000-19,999
6- 18,000-18,999
7- 17,000-17,999
8- 16,000-16,999
9- below 16,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Davis	$ 26,340
	1	Calif., Santa Barbara	26,340
	3	Calif., Berkeley	24,600
	3	Calif., San Diego	24,600
	5	Calif., Los Angeles	24,500
2	6	British Columbia	22,551
	7	McGill	22,232
	8	Rutgers	22,000
3	9	Guelph	21,537
	10	Howard	21,008
4	11	Kent State	20,959
	12	Alberta	20,909
	13	Wayne State	20,444
	14	Pennsylvania State	20,424
	15	York	20,323
5	16	Calif., Riverside	19,900
	17	Louisiana State	19,847
	18	Hawaii	19,821
	19	Stanford	19,612
	20	Oregon	19,400
	21	Minnesota	19,366
	22	Massachusetts	19,298
	23	Colorado	19,253
	24	New York	19,136
6	25	Toronto	18,970
	26	Washington State	18,885
	27	Columbia	18,750
	28	Ohio State	18,720
	29	SUNY - Buffalo	18,663
	30	Dartmouth	18,520
	31	Colorado State	18,500
	31	Pennsylvania	18,500
	33	Southern Illinois	18,384
	34	Connecticut	18,254
	35	Harvard	18,178
	36	SUNY - Stony Brook	18,172
	37	Washington	18,156
	38	Johns Hopkins	18,116
	39	Illinois	18,100
	40	Michigan	18,096
	41	Iowa State	18,088
	42	M.I.T.	18,000
	42	Miami	18,000
7	44	Temple	17,974
	45	Houston	17,967
	46	Purdue	17,900
	47	Missouri	17,891
	48	Yale	$ 17,800
	49	Georgetown	17,750
	49	Michigan	17,750
	51	Southern California	17,720
	52	Maryland	17,625
	53	Arizona State	17,607
	54	McMaster	17,542
	55	New Mexico	17,500
	55	Princeton	17,500
	57	Brigham Young	17,430
	58	Iowa	17,300
	58	Virginia Polytechnic	17,300
	60	SUNY - Albany	17,278
	61	Queen's	17,217
	62	Florida State	17,156
	63	Cornell	17,119
8	64	Rice	16,995
	65	Arizona	16,970
	66	Chicago	16,948
	67	Texas	16,940
	68	Wisconsin	16,906
	69	Pittsburgh	16,851
	70	Boston	16,695
	71	Cincinnati	16,611
	72	Duke	16,610
	73	Kentucky	16,592
	74	Indiana	16,555
	75	Utah	16,550
	76	Texas A&M	16,500
	77	Northwestern	16,441
	78	South Carolina	16,419
	79	Georgia	16,350
	80	Western Ontario	16,343
	81	Florida	16,286
	82	Kansas	16,216
	83	Virginia	16,200
	84	Rochester	16,136
	85	Notre Dame	16,080
	86	Nebraska	16,051
9	87	Brown	15,995
	88	Tennessee	15,969
	89	Vanderbilt	15,862
	90	Case Western Reserve	15,838
	91	North Carolina	15,575
	92	Emory	15,397
	93	Oklahoma State	15,234
	94	Oklahoma	15,000
	95	Alabama	14,993
	96	Syracuse	14,952
	97	Washington, St. Louis	14,900
	98	Tulane	14,585

Canadian salaries are expressed in U.S. dollars.
Saskatchewan was not an ARL member during this period.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE 1980-81

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 24,000 and over
2- 23,000-23,999
3- 22,000-22,999
4- 21,000-21,999
5- 20,000-20,999
6- 19,000-19,999
7- 18,000-18,999
8- 17,000-17,999
9- below 17,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Davis	$ 28,908
	1	Calif., Santa Barbara	28,908
	3	Calif., Berkeley	28,896
	4	Calif., Los Angeles	26,988
	4	Calif., San Diego	26,988
	6	Rutgers	25,406
	7	Calif., Riverside	25,200
	8	British Columbia	24,600
2	9	Guelph	23,642
	10	McGill	23,507
3	11	Kent State	22,973
	12	Howard	22,952
	13	Stanford	22,458
	14	York	22,311
	15	Alberta	22,140
	16	Pennsylvania State	22,062
4	17	Wayne State	21,962
	18	Hawaii	21,816
	19	Colorado	21,640
	20	Columbia	21,550
	21	Toronto	21,549
	22	New York	21,538
	23	Texas A&M	21,145
	24	Louisiana State	21,135
5	25	Minnesota	20,950
	26	Oregon	20,766
	27	Southern California	20,625
	28	Arizona State	20,318
	29	Pennsylvania	20,200
	30	McMaster	20,188
	31	Colorado State	20,100
	31	Ohio State	20,100
	33	Purdue	20,000
6	34	Maryland	19,970
	35	Dartmouth	19,963
	35	Johns Hopkins	19,963
	37	Miami	19,860
	38	Washington State	19,746
	39	Michigan State	19,713
	40	Duke	19,700
	41	Temple	19,625
	42	Michigan	19,608
	43	M.I.T.	19,600
	43	Yale	19,600
	45	Southern Illinois	19,548
	46	Washington	19,536
	47	Massachusetts	19,502
	48	Arizona	19,316
	49	Illinois	19,300
	50	New Mexico	19,275
	51	Connecticut	19,245
	52	Iowa State	19,210
	53	Missouri	19,205
	54	SUNY - Albany	19,155
	55	Saskatchewan	19,131
	56	Brigham Young	19,000
	56	Iowa	19,000
	56	Princeton	19,000
7	59	Harvard	18,952
	60	Virginia Polytechnic	18,750
	61	Queen's	18,629
	62	Northwestern	18,520
	63	Virginia	18,500
	64	SUNY - Buffalo	18,498
	65	Rice	18,450
	66	Cincinnati	18,419
	67	Houston	18,360
	68	Chicago	18,359
	69	Wisconsin	18,316
	70	Cornell	18,242
	71	Utah	18,240
	72	Western Ontario	18,224
	73	Pittsburgh	18,200
	74	Indiana	18,064
	75	Georgetown	18,060
	76	SUNY - Stony Brook	18,013
8	77	Florida	17,945
	78	North Carolina	17,900
	79	Texas	17,880
	80	South Carolina	17,873
	81	Kentucky	17,800
	82	Rochester	17,740
	83	Vanderbilt	17,714
	84	Notre Dame	17,690
	85	Georgia	17,679
	86	Syracuse	17,632
	87	Florida State	17,631
	88	Nebraska	17,549
	89	Kansas	17,393
	90	Brown	17,248
	91	Tennessee	17,132
9	92	Emory	16,838
	93	Case Western Reserve	16,722
	94	Oklahoma	16,715
	95	Boston	16,698
	96	Alabama	16,405
	97	Oklahoma State	15,732
	98	Tulane	15,550
	99	Washington, St. Louis	15,442

Canadian salaries are expressed in U.S. dollars.

TABLE 9: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, 1976-80

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1976	1977	1978	1979[r]	1980	1976	1977	1978	1979[r]	1980
Alabama	88	88	89	95	96	79	75	88	79	77
Alberta	5	7	4	12	15	4	4	4	31	30
Arizona	45	59	48	65	48	50	38	54	58	61
Arizona State	36	46	55	53	28	50	71	23	20	20
Boston	85	86	94	70	95	73	75	88	79	96
Brigham Young	75	66	74	57	56	79	57	61	65	77
British Columbia	1	1	1	6	8	2	2	1	3	1
Brown	92	82	81	87	90	56	36	39	58	40
Calif., Berkeley	2	3	9	3	3	6	8	14	4	3
Calif., Davis	2	3	3	1	1	6	8	14	4	3
Calif., Los Angeles	5	3	9	5	4	6	5	7	8	17
Calif., Riverside	**	**	14	16	7	**	**	94	77	3
Calif., San Diego	8	8	13	3	4	6	8	14	4	3
Calif., Santa Barbara	4	3	7	1	1	6	8	14	4	3
Case Western Reserve	61	66	75	90	93	38	57	74	89	76
Chicago	49	73	67	66	68	38	57	44	32	44
Cincinnati	45	47	42	71	66	38	38	61	79	74
Colorado	18	24	20	23	19	12	18	28	21	31
Colorado State	15	18	24	31	31	22	31	23	27	45
Columbia	24	20	28	27	20	56	38	48	32	18
Connecticut	47	26	53	34	51	50	38	61	79	47
Cornell	52	37	44	63	70	73	75	74	65	61
Dartmouth	39	36	50	30	35	70	73	87	79	77
Duke	52	51	63	72	40	59	57	61	65	61
Emory	86	88	90	92	92	59	84	82	79	95
Florida	82	90	97	81	77	85	91	96	94	99
Florida State	81	83	93	62	87	85	75	88	79	96
Georgetown	47	33	43	49	75	59	57	74	47	61
Georgia	75	71	77	79	85	30	50	28	38	47
Guelph	**	**	5	9	9	**	**	13	62	60
Harvard	37	41	47	35	59	38	35	37	24	28
Hawaii	12	14	22	18	18	3	13	21	15	16
Houston	31	47	56	45	67	33	51	72	47	31
Howard	10	9	8	10	12	1	1	3	1	2
Illinois	66	61	33	39	49	67	71	81	98	98
Indiana	61	69	83	74	74	59	57	61	65	61
Iowa	54	54	59	58	56	23	26	28	25	31
Iowa State	27	34	39	41	52	49	38	56	47	59
Johns Hopkins	29	29	19	38	35	56	51	6	13	13
Kansas	64	74	81	82	89	59	57	74	79	77
Kent State	44	13	15	11	11	23	16	18	16	14

[r] Revised based on figures reported 8/80
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1976	1977	1978	1979[r]	1980	1976	1977	1978	1979[r]	1980
Kentucky	86	85	60	73	81	89	86	61	65	77
Louisiana State	68	63	52	17	24	89	93	88	65	77
McGill	9	2	2	7	10	11	3	2	10	11
McMaster	19	15	18	54	30	15	18	25	76	72
Maryland	42	44	57	52	34	55	57	74	41	31
Massachusetts	40	42	35	22	47	87	55	56	64	90
M.I.T.	28	31	29	42	43	38	38	48	32	31
Miami	32	42	54	42	37	59	75	74	47	77
Michigan	29	29	37	40	42	33	36	38	37	47
Michigan State	58	51	66	49	39	23	30	39	46	38
Minnesota	21	19	23	21	25	16	6	5	9	12
Missouri	89	53	38	47	53	94	38	48	47	61
Nebraska	67	80	84	86	88	38	38	48	38	47
New Mexico	**	**	44	55	50	**	**	61	47	56
New York	16	17	24	24	22	12	7	12	2	14
North Carolina	75	80	88	91	78	59	57	72	65	47
Northwestern	72	59	62	77	62	70	31	39	58	56
Notre Dame	79	77	87	85	84	38	31	56	65	77
Ohio State	26	26	30	28	31	69	69	54	27	39
Oklahoma	89	92	98	94	94	79	86	88	65	77
Oklahoma State	68	74	85	93	97	75	85	96	94	92
Oregon	12	23	16	20	26	5	12	8	17	27
Pennsylvania	22	25	31	31	29	18	18	22	21	28
Pennsylvania State	11	12	17	14	16	23	28	28	27	41
Pittsburgh	61	65	69	69	73	87	70	44	45	71
Princeton	57	40	48	55	56	38	38	48	57	31
Purdue	42	45	39	46	33	70	57	28	21	22
Queen's	23	22	27	61	61	18	23	27	90	89
Rice	58	50	70	64	65	75	94	88	43	41
Rochester	80	77	77	84	82	38	57	74	65	61
Rutgers	14	11	11	8	6	14	14	10	11	9
Saskatchewan	**	**	**	**	55	**	**	**	**	10
South Carolina	84	86	76	78	80	50	51	28	47	61
Southern California	70	63	51	51	27	93	86	98	94	22
Southern Illinois	25	28	34	33	45	38	57	39	27	41
Stanford	20	15	26	19	13	50	18	9	14	8
SUNY - Albany	50	55	61	60	54	38	51	56	58	47
SUNY - Buffalo	40	66	72	29	64	37	56	61	47	61
SUNY - Stony Brook	32	55	77	36	76	59	38	61	32	55
Syracuse	82	91	95	96	86	75	83	84	93	77
Temple	38	31	36	44	41	79	86	61	79	91

[r] Revised based on figures reported 8/80
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1976	1977	1978	1979[r]	1980	1976	197	1978	1979[r]	1980
Tennessee	70	71	86	88	91	35	38	48	47	77
Texas	35	55	67	67	79	21	24	28	26	37
Texas A & M	58	55	70	76	23	68	82	82	91	94
Toronto	7	10	12	25	21	20	16	20	44	46
Tulane	94	93	96	98	98	79	86	85	94	77
Utah	89	77	73	75	71	89	75	61	65	61
Vanderbilt	93	94	92	89	83	92	92	85	92	93
Virginia	75	84	77	83	63	75	73	60	79	47
Virginia Polytechnic	64	62	64	58	60	23	26	28	32	47
Washington	54	49	58	37	46	35	38	47	17	18
Washington State	56	37	46	26	38	23	18	28	17	22
Washington, St. Louis	74	74	91	97	99	79	75	95	56	58
Wayne State	16	20	21	13	17	32	31	43	42	26
Western Ontario	50	34	32	80	72	30	25	26	78	75
Wisconsin	72	69	64	68	69	17	15	11	12	21
Yale	32	37	39	48	43	29	29	44	38	22
York	**	**	6	15	14	**	**	19	63	73

[r] Revised based on figures reported 8/80
** - Institution not an ARL member during this period

TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES

Salary figures for the past decade are converted into index numbers and compared to the consumer price index (CPI) which also has been converted using July 1971 as the base point. Salaries are assumed to be as of July 1 of the year shown.

Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Sal. Index	BPS* Index	Consumer Price Index
1980	98	6,581	$20,987	$13,000	194.3	158.5	203.4
1979	97	6,731	18,910	12,000	175.1	146.3	179.7
1978	94	6,756	17,896	11,450	165.7	139.6	161.5
1977	94	6,689	16,000	11,000	148.1	134.1	149.3
1976	92	6,577	15,000	10,500	138.9	128.0	140.5
1975	94	6,522	14,000	10,000	129.6	122.0	131.9
1974	88	6,303	12,850	9,387	119.0	114.5	120.8
1973	82	6,102	11,850	8,800	109.7	107.3	108.7
1972	81	6,009	11,250	8,500	104.2	103.7	103.0
1971	78	5,738	10,800	8,200	100.0	100.0	100.0

*BPS = Beginning Professional Salary

TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, JULY 1,1980

SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $50,000 or more	29	4		6						34	3		7					
02. 49,000 - 48,999	5	2		2						6	2		2					
03. 48,000 - 47,999	3			1				1		4			1					
04. 47,000 - 46,999	3	1		3						4	1		3					
05. 46,000 - 46,999	8	1		3	1	1				9	1		3					
06. 45,000 - 45,999	6	5		2				2		7	4		2					
07. 44,000 - 44,999	4	1	1	2						5	1		2					
08. 43,000 - 43,999	3	2	2	2	1					4	2	1	2					
09. 42,000 - 42,999	6	6		3				1		7	5		3					
10. 41,000 - 41,999	6	5	1	6	2			1		7	4		7					
11. 40,000 - 40,999	6	3	3	3	2					7	3	1	3					
12. 39,000 - 39,999	1	10	7	6	2		1	2		1	9	3	7					
13. 38,000 - 38,999	1	5	5	4	1		2	1		1	4	2	4			1		
14. 37,000 - 37,999		8	5	1	2	1		2	1		7	2	1					
15. 36,000 - 36,999	2	5	15	7	3	1		9	1	2	4	7	8	1			1	
16. 35,000 - 35,999		6	8	4	4		2	3			5	4	4	1		1		
17. 34,000 - 34,999	1	8	13	4	5	1	1	6		1	7	6	4	1				
18. 33,000 - 33,999		4	7	4	16	21	6	28	8		3	3	4	3	2	2	2	
19. 32,000 - 32,999	1	8	14	3	8	3	4	12	1	1	7	7	3	1		1	1	
20. 31,000 - 31,999		5	10	3	7	9	4	15	3		4	5	3	1	1	1	1	
21. 30,000 - 30,999		5	16	4	13	21	7	32	17		4	8	4	2	2	2	2	1
22. 29,000 - 29,999		1	10	2	17	7	8	32	7		1	5	2	3	1	2	2	
23. 28,000 - 28,999		4	13	2	21	39	3	42	50		3	6	2	4	4	1	3	2
24. 27,000 - 27,999		3	18	3	22	17	15	40	19		3	9	3	4	2	5	3	1
25. 26,000 - 26,999		5	12	1	25	48	14	80	64		4	6	1	5	5	4	6	2
26. 25,000 - 25,999		3	13		39	34	13	94	52		3	6		7	4	4	7	2
27. 24,000 - 24,999		3	8	2	38	37	9	69	55		3	4	2	7	4	3	5	2
28. 23,000 - 23,999			6	4	25	39	22	86	84			3	4	5	4	7	7	3
29. 22,000 - 22,999		1	5	1	51	68	19	117	113		1	2	1	9	8	6	9	4
30. 21,000 - 21,999			4		55	63	21	113	160			2		10	7	6	9	5
31. 20,000 - 20,999		1	4	1	44	79	22	112	206		1	2	1	8	9	7	9	7
32. 19,000 - 19,999			2		41	84	27	106	294			1		7	9	8	8	10
33. 18,000 - 18,999				1	44	88	31	91	319				1	8	10	9	7	11
34. 17,000 - 17,999			1		23	72	27	55	305					4	8	8	4	10
35. 16,000 - 16,999					21	59	22	59	328					4	7	7	5	11
36. 15,000 - 15,999					16	51	17	35	306					3	6	5	3	10
37. 14,000 - 14,999					4	22	20	30	291					1	2	6	2	10
38. 13,000 - 13,999					2	10	13	14	219						1	4	1	7
39. 12,000 - 12,999						11	3	10	92						1	1	1	3
40. 11,000 - 11,999						5			14						1			
41. TOTAL	85	115	203	90	555	891	333	1300	3009	100	100	100	100	100	100	100	100	100

Note: Excludes Chicago

TABLE 12: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, JULY 1, 1980

SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $50,000 or more	25	2		6						4	2							
02. 49,000 - 48,999	5	2		1									1					
03. 48,000 - 47,999	3			1				1										
04. 47,000 - 46,999	1	1		3						2								
05. 46,000 - 46,999	8			1	1	1					1		2					
06. 45,000 - 45,999	5	4		2				2		1	1							
07. 44,000 - 44,999	4	1										1	2					
08. 43,000 - 43,999	2	1	2	1						1	1		1	1				
09. 42,000 - 42,999	6	4		2				1			2		1					
10. 41,000 - 41,999	5	4	1	4	1			1		1	1		2	1				
11. 40,000 - 40,999	5	3	3	3						1				2				
12. 39,000 - 39,999		7	6	3	2		1	2		1	3	1	3					
13. 38,000 - 38,999		5	3	2			2	1		1		2	2	1				
14. 37,000 - 37,999		5	4	1		1		1	1		3	1		2			1	
15. 36,000 - 36,999	2	4	10	5	3			9	1		1	5	2		1			
16. 35,000 - 35,999		4	7	1	1		2	2			2	1	3	3			1	
17. 34,000 - 34,999		6	8	1	4	1	1	4		1	2	5	3	1			2	
18. 33,000 - 33,999		3	4	3	13	15	6	14	5		1	3	1	3	6		14	3
19. 32,000 - 32,999	1	5	8	1	4	2	1	8	1		3	6	[illegible]	4	1	3	4	
20. 31,000 - 31,999		5	6	2	4	6	3	11	2			4	[illegible]	3	3	1	4	1
21. 30,000 - 30,999		4	8	1	5	7	5	12	9		1	8	3	8	14	2	20	8
22. 29,000 - 29,999		1	3	2	7	4	3	13	5			7		10	3	5	19	2
23. 28,000 - 28,999		2	7		13	12	1	23	16		2	6	2	8	27	2	19	34
24. 27,000 - 27,999		1	7	2	11	14	9	18	8		2	11	1	11	3	6	22	11
25. 26,000 - 26,999		3	6	1	9	24	11	41	29		2	6		16	24	3	39	35
26. 25,000 - 25,999			10		20	19	7	36	22		3	3		19	15	6	58	30
27. 24,000 - 24,999			2	1	18	20	6	34	19		3	6	1	20	17	3	35	36
28. 23,000 - 23,999			1	2	7	16	12	33	28			5	2	18	23	10	53	56
29. 22,000 - 22,999			3	1	21	33	6	42	39		1	2		30	35	13	75	74
30. 21,000 - 21,999					15	30	12	38	47			4		40	33	9	75	113
31. 20,000 - 20,999		1	2		12	23	18	40	68			2	1	32	56	4	72	138
32. 19,000 - 19,999			1		7	30	8	34	76			1		34	54	19	72	218
33. 18,000 - 18,999					10	39	15	26	80				1	34	49	16	65	239
34. 17,000 - 17,999					5	35	18	21	82			1		18	37	9	34	223
35. 16,000 - 16,999					9	27	5	24	96					12	32	17	35	232
36. 15,000 - 15,999					7	21	7	12	96					9	30	10	23	210
37. 14,000 - 14,999					1	9	11	11	83					3	13	9	19	208
38. 13,000 - 13,999						6	4	4	56					2	4	9	10	163
39. 12,000 - 12,999						6	1	2	18						5	2	8	74
40. 11,000 - 11,999									6						5			8
41. TOTAL	72	78	112	53	210	401	175	521	893	13	37	91	37	345	490	158	779	2116

Note: Excludes Chicago

TABLE 13: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS, JULY 1, 1980

	POSITION	Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1.	Director	85	72	13	$ 47,592	$ 48,084	$ 44,871
2.	Associate Director	115	78	37	36,116	37,001	34,251
3.	Assistant Director	203	112	91	30,520	31,776	28,975
4.	Medical/Law Head	90	53	37	37,219	38,797	34,959
5.	Branch Head	555	210	345	23,531	24,946	22,671
6.	Subject Specialist	891	401	490	21,388	21,820	21,034
7.	Functional Specialist	333	175	158	21,265	22,211	20,218
8.	Dept. Head: Reference	132	38	94	23,330	24,257	22,956
9.	Cataloging	136	31	105	23,808	24,315	23,659
10.	Serials	77	21	56	21,614	21,768	21,557
11.	Doc./Maps	109	41	68	21,628	21,293	21,830
12.	Circulation	97	49	48	20,835	20,731	20,942
13.	Spec.Clltn.	98	63	35	25,295	27,138	21,979
14.	Other	651	278	373	22,688	23,981	21,724
15.	Other: Over 15 yrs. exper.	715	221	494	21,652	22,422	21,307
16.	10 - 15 yrs. exper.	647	182	465	19,907	20,746	19,578
17.	5 - 10 yrs. exper.	814	230	584	17,676	17,991	17,552
18.	Under 5 yrs. exper.	833	260	573	14,958	15,374	14,769
	TOTAL	6,581	2,515	4,066			

TABLE 14: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS, JULY 1, 1980

	POSITION	Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1.	Director	5	4	1	$ 50,418	$ *	$ *
2.	Associate Director	7	5	2	41,310	*	*
3.	Assistant Director	10	3	7	30,285	*	*
4.	Medical/Law Head	6	5	1	39,093	*	*
5.	Branch Head	48	18	30	24,855	25,760	24,312
6.	Subject Specialist	114	49	65	22,110	22,565	21,767
7.	Functional Specialist	26	13	13	22,654	23,752	21,557
8.	Dept. Head:Reference	9	5	4	24,713	23,701	25,979
9.	Cataloging	15	3	12	23,582	*	*
10.	Serials	5	0	5	19,563	*	19,563
11.	Doc./Maps	1	0	1	*		*
12.	Circulation	6	1	5	20,375	*	*
13.	Spec.Cltn.	0	0	0			
14.	Other	53	24	29	23,731	24,776	22,866
15.	Other:Over 15 yrs. exper.	81	22	59	20,375	21,364	20,007
16.	10 - 15 yrs. exper.	89	35	54	19,671	20,575	19,084
17.	5 - 10 yrs. exper.	73	17	56	18,236	19,038	17,992
18.	Under 5 yrs. exper.	60	10	50	14,892	15,628	14,745
	TOTAL	608	214	394			

* Salary information is not published when fewer than 4 individuals are involved.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION

POSITION	ALL COMBINED (98)[1]		PUBLIC (57)		PRIVATE (31)[2]	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	85	$ 47,592	53	$ 47,195	24	$ 49,338
2. Associate Director	115	36,116	63	36,088	37	35,980
3. Assistant Director	203	30,520	104	30,617	75	29,547
4. Medical/Law Head	90	37,219	46	36,122	33	41,202
5. Branch Head	555	23,531	326	23,269	184	23,540
6. Subject Specialist	891	21,388	571	21,845	253	20,666
7. Functional Specialist	333	21,265	173	21,398	132	20,807
8. Dept. Head:Reference	132	23,330	68	23,416	53	22,721
9. Cataloging	136	23,808	69	23,881	56	23,335
10. Serials	77	21,614	40	22,844	30	20,286
11. Doc./Maps	109	21,628	70	22,208	26	19,386
12. Circulation	97	20,835	51	20,975	37	19,956
13. Spec.Cltn.	98	25,295	56	25,917	35	24,359
14. Other	651	22,688	362	22,840	228	22,126
15. Other:Over 15 yrs. exper.	715	21,652	409	21,965	240	20,638
16. 10 - 15 yrs. exper.	647	19,907	388	20,036	181	19,187
17. 5 - 10 yrs. exper.	814	17,676	470	17,674	274	17,318
18. Under 5 yrs. exper.	833	14,958	480	14,828	279	14,809

[1]Includes 10 Canadian libraries not included in public/private columns. For average Canadian salaries, refer to Table 17.
[2]Excludes Chicago
( ) Number of ARL libraries included

TABLE 16: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF

POSITION	Staff Over 125 (8)		Staff 75-125 (20)		Staff 50-74 (35)[1]		Staff 1-49 (35)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	4	$ 55,125	17	$ 52,076	33	$ 47,442	31	$ 44,322
2. Associate Director	16	40,599	32	39,384	41	34,783	26	31,437
3. Assistant Director	20	35,174	48	33,410	76	28,591	59	29,078
4. Medical/Law Head	15	42,356	21	37,088	38	37,614	16	31,636
5. Branch Head	126	25,577	218	23,448	135	22,598	76	22,036
6. Subject Specialist	274	23,342	240	22,102	266	19,645	111	19,194
7. Functional Specialist	56	21,402	93	22,526	109	20,189	75	21,165
8. Dept. Head:Reference	18	24,176	29	24,158	49	22,742	36	23,042
9. Cataloging	22	25,472	26	24,854	50	22,980	38	23,219
10. Serials	7	26,103	19	21,621	29	21,371	22	20,502
11. Doc./Maps	8	25,908	29	21,978	34	21,613	38	20,472
12. Circulation	10	20,628	23	22,844	36	20,365	28	19,863
13. Spec.Cltn.	9	31,008	24	27,022	37	23,803	28	23,950
14. Other	84	24,985	191	23,573	224	21,929	152	21,423
15. Other:Over 15 yrs. exper.	127	21,468	232	22,951	206	21,436	150	20,093
16. 10 - 15 yrs. exper.	99	19,501	212	20,395	204	20,221	132	18,942
17. 5 - 10 yrs. exper.	147	17,558	219	18,290	276	17,664	172	17,014
18. Under 5 yrs. exper.	167	14,911	235	15,473	265	14,748	165	14,606

[1]Excludes Chicago
( ) Number of ARL libraries included

TABLE 17: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH			WEST		CANADA
	New England (8)	Middle Atlantic (14)	East N.Central (15)[1]	West N.Central (7)	East S.Central (4)	West S.Central (8)	South Atlantic (14)	Mountain (7)	Pacific (12)	(10)
1. Director	$ 47,315	$ 50,626	$ 50,216	$ 49,914	$ 42,666	$ 43,662	$ 45,823	$ 45,275	$ 50,318	$ 44,990
2. Associate Director	33,431	38,290	35,289	34,316	27,901	31,235	37,347	34,008	43,003	36,571
3. Assistant Director	29,052	30,751	32,217	29,328	24,894	27,841	28,430	27,995	35,977	33,144
4. Medical/Law Head	40,570	42,747	36,314	37,021	30,012	31,285	39,601	37,350	41,373	29,856
5. Branch Head	24,836	23,586	23,363	20,138	19,823	18,669	21,908	21,348	25,997	25,398
6. Subject Specialist	21,383	20,967	20,110	20,549	16,211	17,417	19,013	20,753	25,453	20,215
7. Functional Specialist	20,441	22,039	19,975	23,989	16,701	20,012	19,350	22,149	23,829	22,606
8. Dept. Head:Reference	23,276	23,464	20,981	21,523	21,678	22,282	24,009	22,697	27,280	25,735
9. Cataloging	24,024	22,539	24,185	20,252	20,035	24,057	23,525	24,075	27,868	25,756
10. Serials	21,047	21,498	21,140	19,697	19,059	20,322	21,934	21,922	27,151	20,280
11. Doc./Maps	24,136	20,225	21,252	19,731	15,705	18,907	19,335	20,671	27,627	22,987
12. Circulation	18,692	21,015	19,560	22,133	17,186	19,738	21,026	20,457	24,625	23,656
13. Spec.Clltn.	32,252	25,311	22,430	23,665	22,240	21,323	24,783	23,904	29,837	25,002
14. Other	22,653	22,047	22,789	20,431	19,255	21,197	22,034	20,731	27,102	23,886
15. Other:Over 15 yrs. exper.	19,669	21,180	21,172	20,042	17,575	19,108	19,637	21,040	25,938	23,399
16. 10 - 15 yrs. exper.	19,057	19,517	19,105	19,271	18,030	19,060	18,930	19,110	22,689	20,932
17. 5 - 10 yrs. exper.	17,093	17,298	17,232	16,781	15,632	17,052	17,585	17,451	19,480	19,095
18. Under 5 yrs. exper.	14,815	14,837	14,561	14,524	13,341	14,303	14,769	15,186	17,305	16,363

[1]Excludes Chicago
( ) Number of ARL libraries included
Canadian salaries expressed in U.S. dollars

REGION	NO.	ARL UNIVERSITY LIBRARIES INCLUDED	STATES INCLUDED
NORTHEAST			
1. New England	(8)	Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Yale Massachusetts	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	(15)	Case Western; Chicago; Cincinnati; Indiana; Ill.; Kent State; Mich.; Mich. State; N. Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wisconsin	Ill., Ind., Mich., Ohio, Wisc.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri, Nebraska; Wash. U., Mo.	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala., Ky., Miss., Tenn.
6. West South Central	(8)	Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane	Ark., La., Okla., Tex.
7. South Atlantic	(14)	Duke; Emory; Florida; Fla. State; Georgia; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; S.C.; Va.; VPI	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
WEST			
8. Mountain	(7)	Arizona; Arizona State; Colorado; Colorado State; New Mexico; Brigham Young; Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(12)	U. of Calif.: Berkeley, Davis, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State	Alaska, Cal., Hawaii, Oregon, Wash.
CANADA	(10)	Alberta; British Columbia; Guelph; McGill; McMaster; Queen's; Saskatchewan; Toronto; Western Ontario; York	Alberta, British Columbia, Ontario, Quebec, Saskatchewan

( ) Number of ARL libraries included.

FOOTNOTES

Institution	Notes
ALABAMA	The figures for medical librarians do not include the Medical School in Birmingham. They do include the College of Community Health Sciences librarians located on the Tuscaloosa campus.
ALBERTA	Excludes Extension, Boreal Institute, St. Joseph's College, Faculte St. Jean.
BOSTON	Salaries are being negotiated between the University and the union.
BRIGHAM YOUNG	Excludes Hawaii Campus.
BROWN	Excludes John Carter Brown Library.
	Includes four temporary positions.
CALIF., BERKELEY	Excludes special or institute libraries which are not administratively part of the General Library at Berkeley, including the Giannini Foundation of Agricultural Economics Research Library, Governmental Studies Library, Industrial Relations Library, Institute of International Studies Library, Transportation Engineering Library, Water Resources Archives, Lawrence Hall of Science Library, Donner Laboratory Library, Earthquake Engineering Library, Chicano Studies Library, and the Law Library.
CINCINNATI	Includes Raymond Walters and Clermont Technical College branch libraries.
COLORADO	Excludes the Director of Law Library who is paid by the Law School.
CORNELL	Excludes Geneva Experiment Station, but includes 11 positions on project money.
FLORIDA STATE	Excludes Development Research School.
	Salaries effective September 1, 1980.
GEORGETOWN	Excludes Center for Population Research Library.
HAWAII	Excludes departmental collections not under jurisdiction of University of Hawaii Library: Hawaii Institute of Geophysics, Industrial Relations Center, Public Health Reading Room.
	Excludes 8.66 FTE librarians assigned to the University Librarian funded by non-library accounts.
HOUSTON	Exludes Clear Lake, Victoria, and Downtown Campuses.

ILLINOIS	Excludes Library of the Health Sciences located in Chicago. The Librarian for Urbana-Champaign branch of Library of Health Sciences is included.
INDIANA	Includes regional campuses and those extra-systems libraries that have full-time librarians.
JOHN CRERAR	Changes are not on a fiscal year basis thus 1980/81 is not applicable.
JOHNS HOPKINS	Excludes Welch Medical Library, School of Advanced International Studies, School of Hygiene & Public Health, and Applied Physics Laboratory.
LOUISIANA STATE	Excludes LSU Branch Campuses, University of New Orleans, and Medical Center in New Orleans. Excludes salaries for the Heads of the Law and Veterinary Medicine Libraries. Median and Beginning Professional Salaries are for Main Library only.
MCGILL	1980-81 salaries are interim salaries only.
MASSACHUSETTS	Salaries for six positions effective September 1, 1980.
MICHIGAN	Excludes Business Administration Library, Michigan Historical Collections, William L. Clements Library, and several smaller libraries which are not part of the main library systems. Salaries effective September 1, 1980.
NATIONAL AGRICULTURAL LIBRARY	Excludes USDA Field Libraries.
NATIONAL LIBRARY OF MEDICINE	Data reported for FY 1980-81 are not comparable with data reported last year. This year's data includes only the Library Operations component of the NLM; last year's included entire Library. including Audio Visual Center, Lister Hill Center, Toxicology Information Program, Grant Program, etc.
NEW MEXICO	Excludes Gallup Branch Library.
NEW YORK PUBLIC	Our survey has included titles other than Librarian. For EEO reporting we also report under professional listing the titles of Library Technical Assistants, and we have included them in this report. The begin ning salary for Library Technical Assistants is $10,866.
NORTH CAROLINA	Some positions remain unfilled with the funds utilized for temporary or student help.
NORTHWESTERN	Dental Library included
OHIO STATE	Includes libraries of the Regional Campuses and the Agricultural Technical Institute.
OKLAHOMA STATE	Excludes Technical Institute and School of Technical Training.

PRINCETON	Includes Forrestal Campus.
PURDUE	Excludes North Central, Calumet, and Ft. Wayne Campuses.
QUEEN'S	Excludes Industrial Relations Center Library.
RUTGERS	Excludes Institute for Management & Labor Relations, Research Information Services, Urban Studies Library, Alcohol Studies Library. Also excludes Director of the Camden Law Library, and professionals on grant-funded or soft lines. Salaries below the Beginning Professional Salaries are MLS students.
SMITHSONIAN	Excludes National Collection of Fine Arts/National Portrait Gallery Library, Hirshhorn Museum, Sculpture Garden Library, and Freer Gallery of Art Library.
SOUTHERN CALIF.	Excludes Andrus Geronotology Center Library, Hancock Library of Biology and Oceanography, and the Safety and Systems Management Library. Also excludes the Assistant University Librarian.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of Ulysses S. Grant, Instructional Design faculty of Learning Resources Service, School of Medicine Library (Springfield). Includes Library Affairs -- Administration, Library Services, Library Reference Project, Special Collections, Learning Resources Service (Director and Assistant Director for Media Services only); and also the School of Law Library.
SUNY-ALBANY	Includes Downtown Campus. Reflects 7% estimated across-the-board increment effective July 1, 1980 but not paid until 1981 (retroactive to July 1, 1980). (Does not reflect discretionary increases, available in 1981, retroactive to July 1, 1980.)
SUNY-BUFFALO	Excludes Directors of the Law and Music Libraries.
SYRACUSE	Excludes Utica College and Head Law Librarian.
TEMPLE	Salaries negotiated but not yet ratified.
TEXAS	Excludes Humanities Research Center. Includes the General Libraries only. All figures are as of September 1, 1980.
TORONTO	Excludes Architecture, Audio-Visual, Dentistry, Education, Fine Art, Industrial Relations, Law, and Music.
VANDERBILT	Previously listed as Joint University.
YALE	Excludes British Art Center.